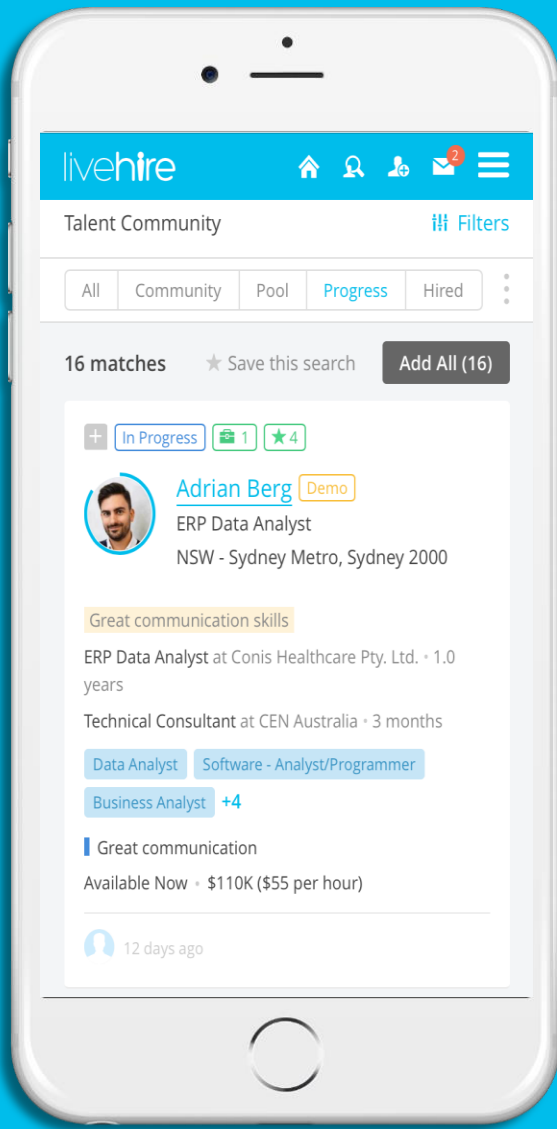# The market leader in Talent Communities

Used by the best brands and recruitment teams to hire quality talent on demand.

livehire
a world that works

(ASX:LVH) TechKnow Presentation October 2016

LiveHire Overview

Founded in Australia in 2012 with **4 years of continuous development.**

Automates the Talent Pooling process, **makes just-in-time hiring easy.**

Manages 100% of a companies hires, **saving significant time and cost ongoing.**

Highly scalable .NET platform, hosted on Amazon Web Services.

First mover advantage, unique IP, high barriers to entry, **exponential user growth.**

Rapid B2B **scale through global recruitment partnerships** already underway.

Quality and high retention SaaS revenue model, shifts significant client spend.

High calibre board, advisory, and management team.

A world that works

LiveHire automates the talent community and talent pooling process to make humanised, on-demand hiring for every role in an organization quick, simple and enjoyable.

Qualified   Interested   Available

livehire

The Recruitment market has not been disrupted.

99%

Spend attributed to people, advertising and processes. A disrupted, mature market is closer to 80%

$400billion

Annual spend in the US on hiring

1%

Spend currently attributed to technology ($4b). A disrupted, mature market is closer to 20%

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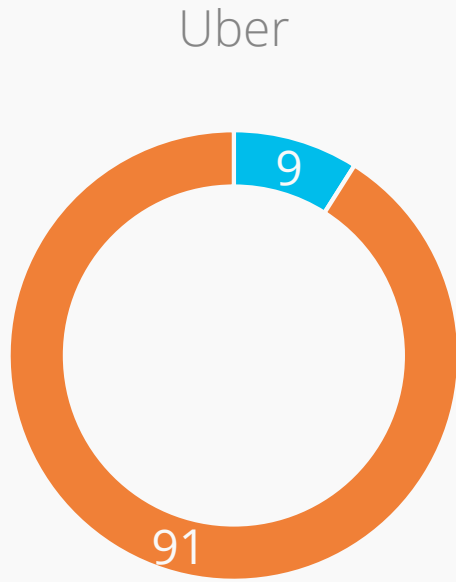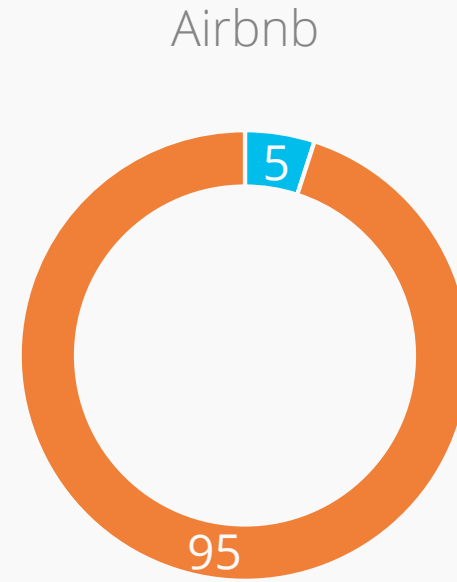
4

Ecosystems are the true disrupters

They generate high revenue per user, and incredible valuations, at very small % market share.

Uber

9

91

■ Market Share (%)　■ Total Market (%)

$275 ARPU

Airbnb
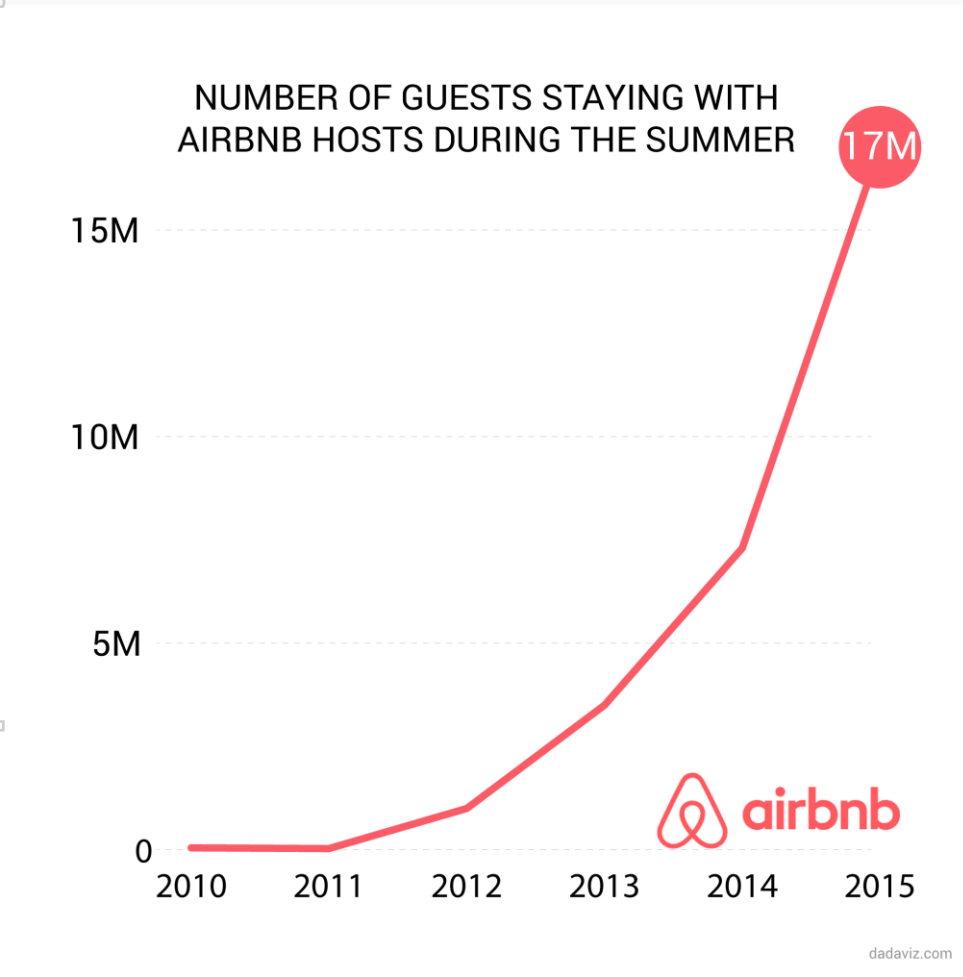
5

95

■ Market Share (%)　■ Total Market (%)

$60 ARPU

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Ecosystems experience exponential growth

NUMBER OF GUESTS STAYING WITH AIRBNB HOSTS DURING THE SUMMER

17M

15M

10M

5M

0

2010 2011 2012 2013 2014 2015

airbnb

dadaviz.com

Growth appears very small at first (Airbnb actually launched in 2008), but they still exhibit exponential characteristics as users derive immediate value, retention is high, and month on month growth is high.

Airbnb's market share is 5%
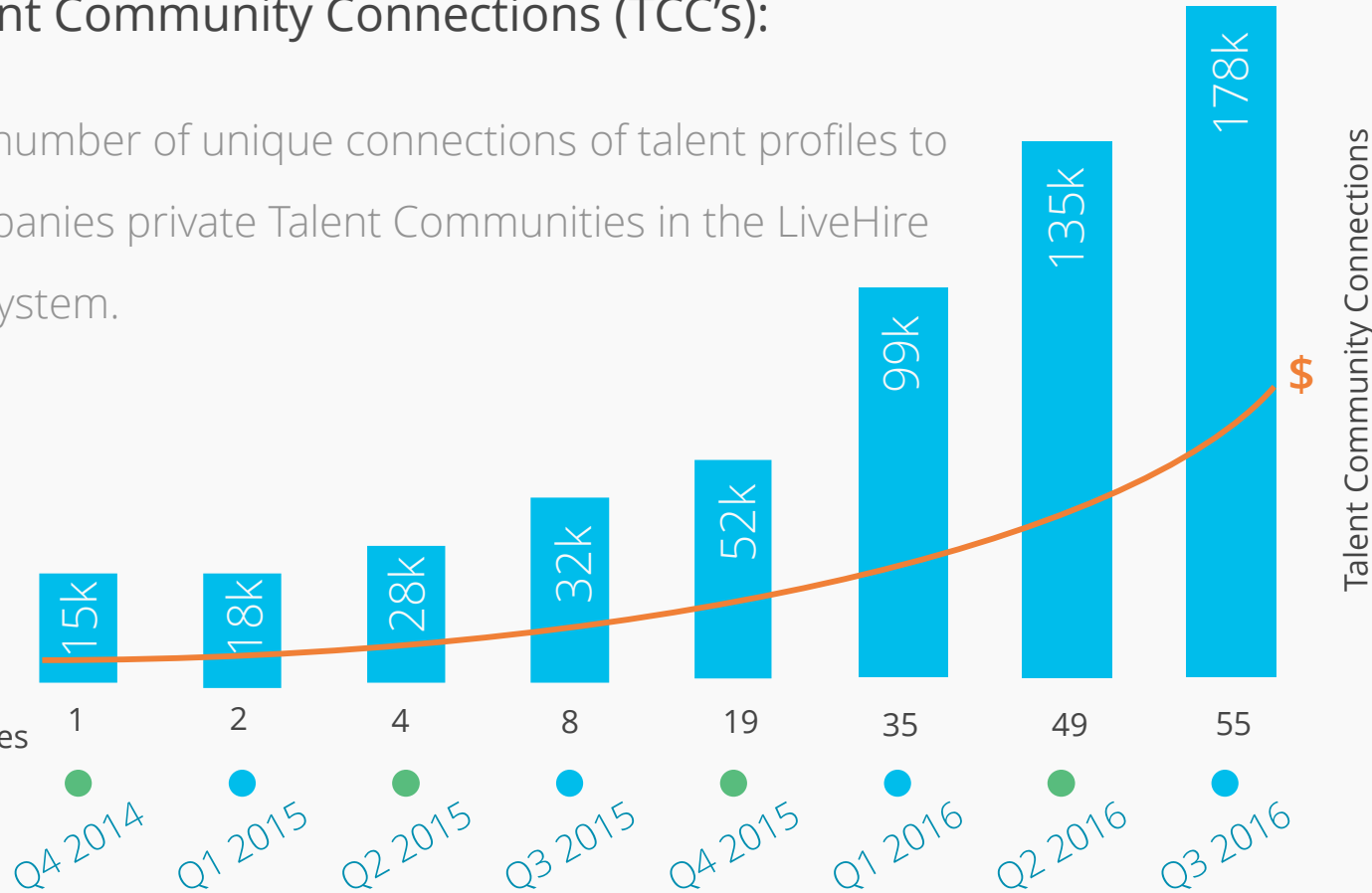4% is critical mass (point of no return!)
8% is mature.

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LiveHire's client adoption and exponential user growth QoQ

Talent Community Connections (TCC's):

The number of unique connections of talent profiles to companies private Talent Communities in the LiveHire Ecosystem.

Talent Community Connections

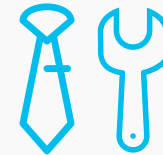| Talent Communities	1	2	4	8	19	35	49	55
TCC	15k	18k	28k	32k	52k	99k	135k	178k
	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016

5 billion people need to work.

- 10-15% month on month TCC growth.
- Zero cost of user acquisition.
- 90%+ client retention.
- Free for talent, costs companies (SaaS).
- $6 (ARPU) with the first Talent Community (TC) that a user joins.
- ARPU multiplies with each new TC joined.
- 200% TCC growth still to come from existing clients as their Talent Communities mature.
- Strong new client pipeline.
- Where do you think this is heading?

For personal use only

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What is the real problem with recruitment?

Time to hire keeps increasing, at a time when it needs to be eliminated.

The problem for companies

The average lifespan of a large corporate has shrunk from 75 years to just 15 years, in the last 50 years. Companies need to out-innovate and be agile or they will disappear.

The problem for workers

Average job tenure has shrunk to 2 years. Technology is displacing entire workforces. People must constantly reinvent themselves or they will face long term unemployment.

68 days average time to hire

More than doubled in the last 5 years.

Job boards are inefficient

Jobs advertised online today are spread to wide, unqualified audiences, causing floods of applicants and large administration overheads for business.

Professional networks don't work

As networks grow larger, the become more noisy, and people less responsive to contact. Companies must spend considerable time searching for talent to engage with.

How LiveHire works

We empower the Live Talent Ecosystem

Where people create LiveHire profiles and privately join and share their profile across multiple Live Talent Communities of their favourite employer brands.

The platform makes managing the flow of talent into and through businesses like liquid, delivering value through shifting recruitment of new talent from a reactive to proactive process, reducing time and cost to hire, with an unrivalled candidate experience.

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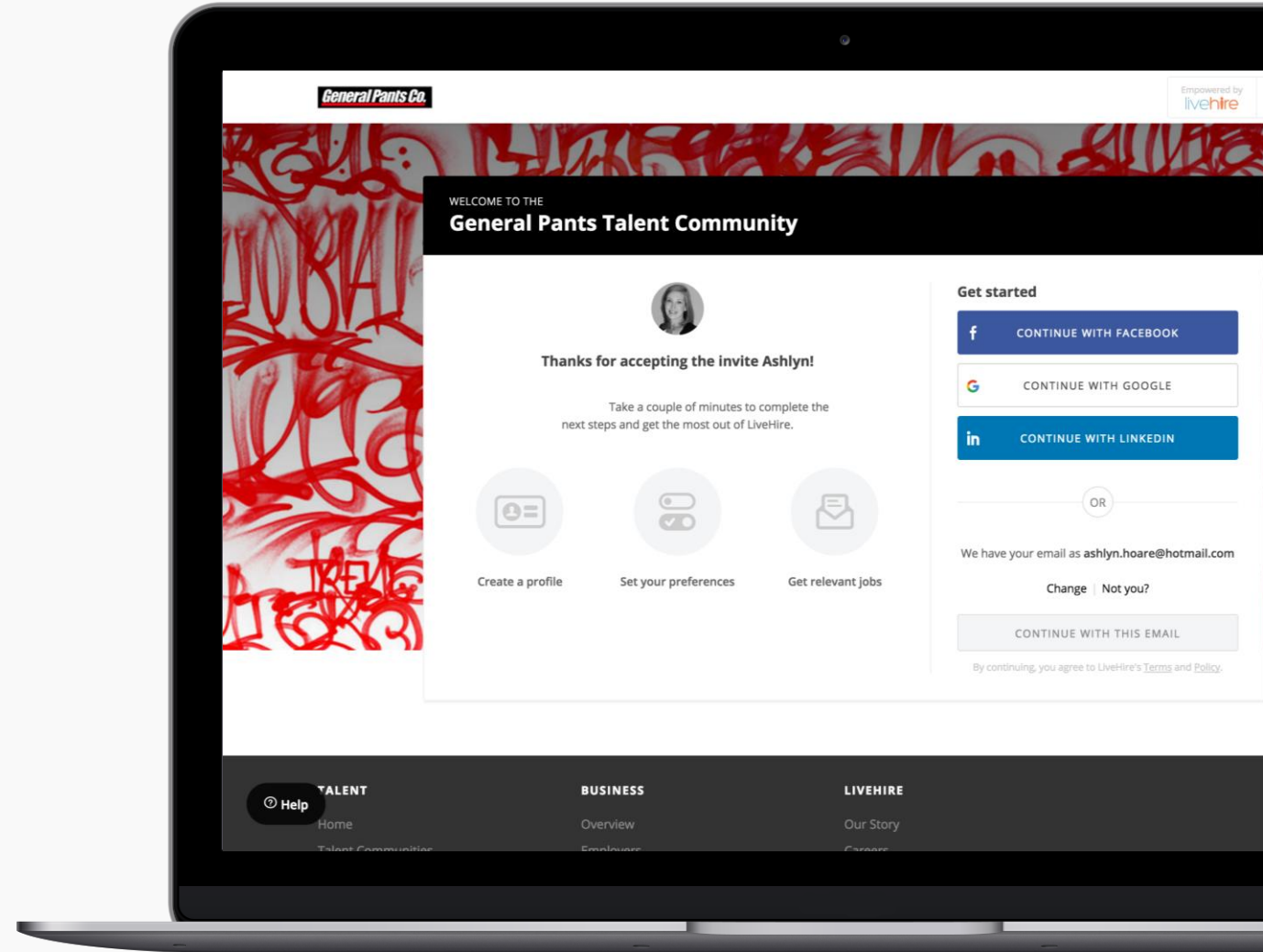
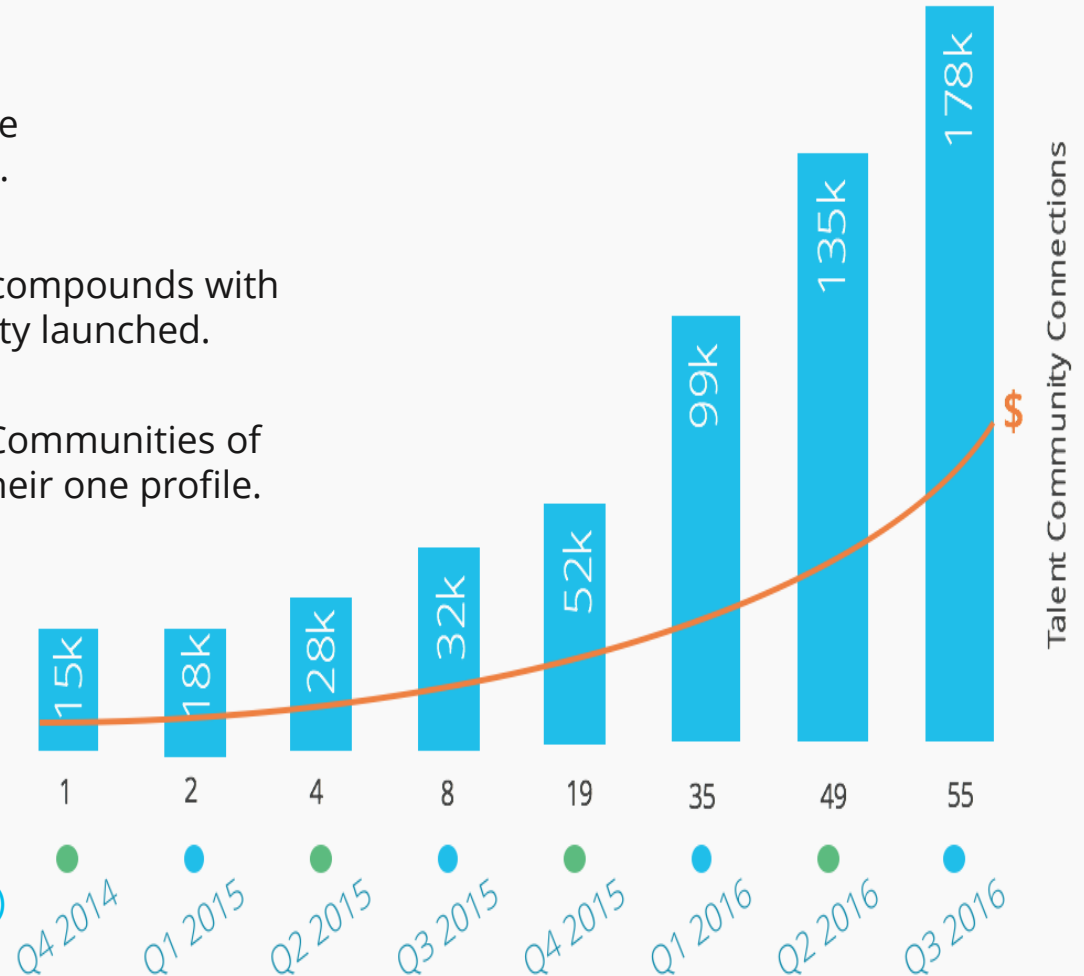# Revenue model – monthly recurring revenue with low cost of acquisition of customer (CAC)
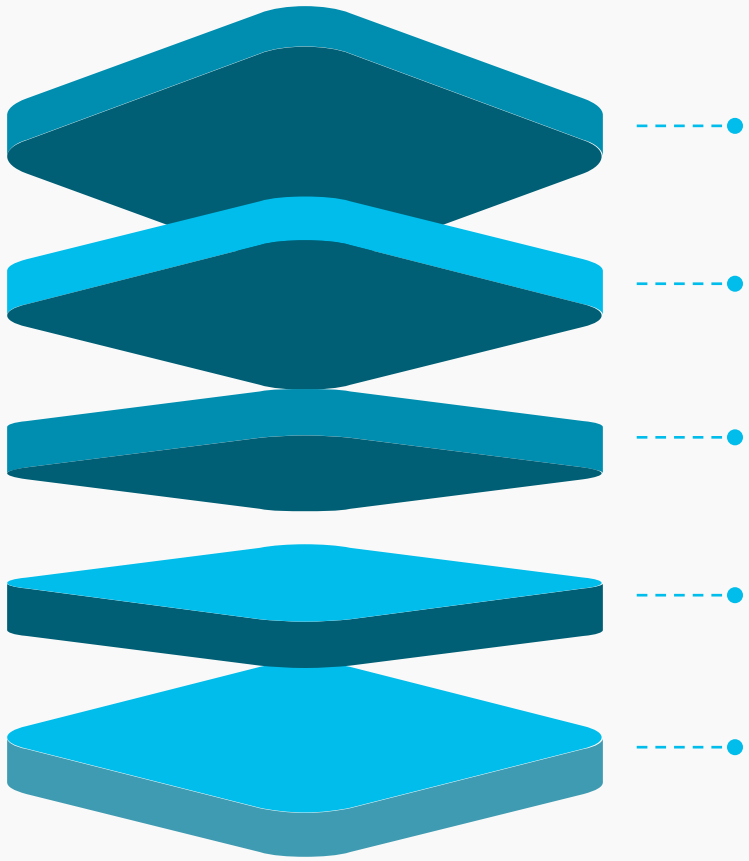
Estimated Total Addressable Market (US) $30billion/year.

Monthly revenue per user compounds with every new Talent Community launched.

Talent join multiple Talent Communities of different companies with their one profile.

LiveHire charges companies a hosting fee of 50c/profile/month

Companies are growing Talent Communities on LiveHire to 10 times employees (total members)

Talent Community Connections

Quarter	Value	Communities
Q4 2014	15k	1
Q1 2015	18k	2
Q2 2015	28k	4
Q3 2015	32k	8
Q4 2015	52k	19
Q1 2016	99k	35
Q2 2016	135k	49
Q3 2016	178k	55

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Case study: General Pants Co. – Objective: Hiring Productivity.

Last year (reactive): Advertised on job boards, **400 hires, 18 weeks**, 8,000 cv applications to process.

This year (proactive): Talent Community, forecast 480 hires, 4 weeks, all done through chat and video.

General Pants video interviews

"Success in business truly comes down to the people you work with. I've worked with numerous HR Tech so called solutions throughout my career and never have they been as seamless as this experience. Alastair and his team truly have delivered above and beyond what was expected.

I get sick and tired of hearing about the war on talent and how there is a talent shortage.....In four weeks, we've just proved that if you engage with people in the right way, talent is there. You just need to be able to communicate with them in a way that suits and excites them."

Michelle Farrar-Eagles, GM of HR at General Pants

5,000 video interview requests

Bulk Invites

Sept week 3

Oct week 2

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Case study

Ertech Group – Engineering Services

750 Employees – 220 annual hires

Talent Community since 2014 – 7,000 members

- **100% of hires** directly through their Talent Community.
- **Time to hire (white collar)** – reduced from 41 to 17 days.
- **Time to hire (blue collar)** – reduced from 29 to 11 days.
- **Quality of hire** – 12 month retention 38% up to 98%.
- **Total HR annual OPEX** – reduced from $2m to $600k

"Adopting LiveHire has enabled us to take a more proactive approach to talent acquisition, differentiating our employee value proposition by delivering an improved candidate experience and better meeting the pressing business need for talent-on-demand in our business."

Justin Prince – Group HR Manager, Ertech Holdings

The LiveHire ecosystem sits in a whole new category

Sources for Talent - Previously

Less than 25% of hires come from job ads, 75% come from many different and hard to manage source channels

Talent Management Software - Previously

Candidate records stored on a companies private database. Data quickly goes stale and is difficult and costly to maintain for future use.

With LiveHire

All source channels for talent now feed into one single Talent Community destination where they have a private LiveHire profile.

With LiveHire

Talent profile data is kept fresh, and work availability is better understood, meaning a Community in the cloud can now be used efficiently to hire on demand.

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Sales growth strategy

Recruitment Partners
Global Scale

40% of large companies use Recruitment Process Outsourcing (RPO) to manage all their hires. The ten biggest RPO's control 90% of this market. **RPO's love LiveHire** as it is a productivity platform for them to deliver same service at reduced cost (higher margin).

Inside (Cornerstone) Sales
Geographical Scale

60% of large companies manage their own recruitment. LiveHire sells to the biggest brands first as they value candidate experience and time to hire above all else. **These clients invite large applicant databases to LiveHire**, bringing critical mass of talent to the ecosystem, which makes it **easy for many more smaller companies to launch their own Talent Communities.**

Technology Partners
Win bigger clients

HR technologies can integrate into the LiveHire ecosystem to deliver additional HR functionality (video interviews, onboarding, reference checks etc.) This **opens up a vast network of new sales channels**, and also allows the integrated solutions **to pitch and win much larger clients** with more complex requirements.

Why the RPO partner strategy works

9 of the top 10 global RPOs are actively looking for their first client LiveHire implementations. RPO margins globally continue to shrink as competition increases and service delivery becomes harder than forecast.

Hypethetical: Corporate hiring 1,000 people per year.	Average time to hire	Size of recruitment team	Companies cost/charge per hire	RPO net profit margin
Using in house team	68 days	10	$8,000	N/A
RPO then pitches	35 days	7	$4,000	15%
RPO reality once in	45 days	9	$6,000	5%
RPO with LiveHire	25 days	5	$4,000	20%

" A talent pipeline is fluid and active... a conduit to an ever-changing mix of qualified potential hires. Employers need talent pipelines that engage with tens of thousands of candidates on a continuous basis using talent hubs like LiveHire. LiveHire created a real-time marketplace for effective search and match. **ManpowerGroup: Emerging Global Motivators & Job Search Preferences (March 2016)**

Capital Structure

Empowering the flow of the worlds talent.

After 4 years of technology creation, 4 private funding rounds, client testing, and product market fit, LiveHire raised $10m @20c at IPO in June 2016 to continue to develop its technology ecosystem and first mover advantage, and significantly accelerate its user growth.

Share price since listing
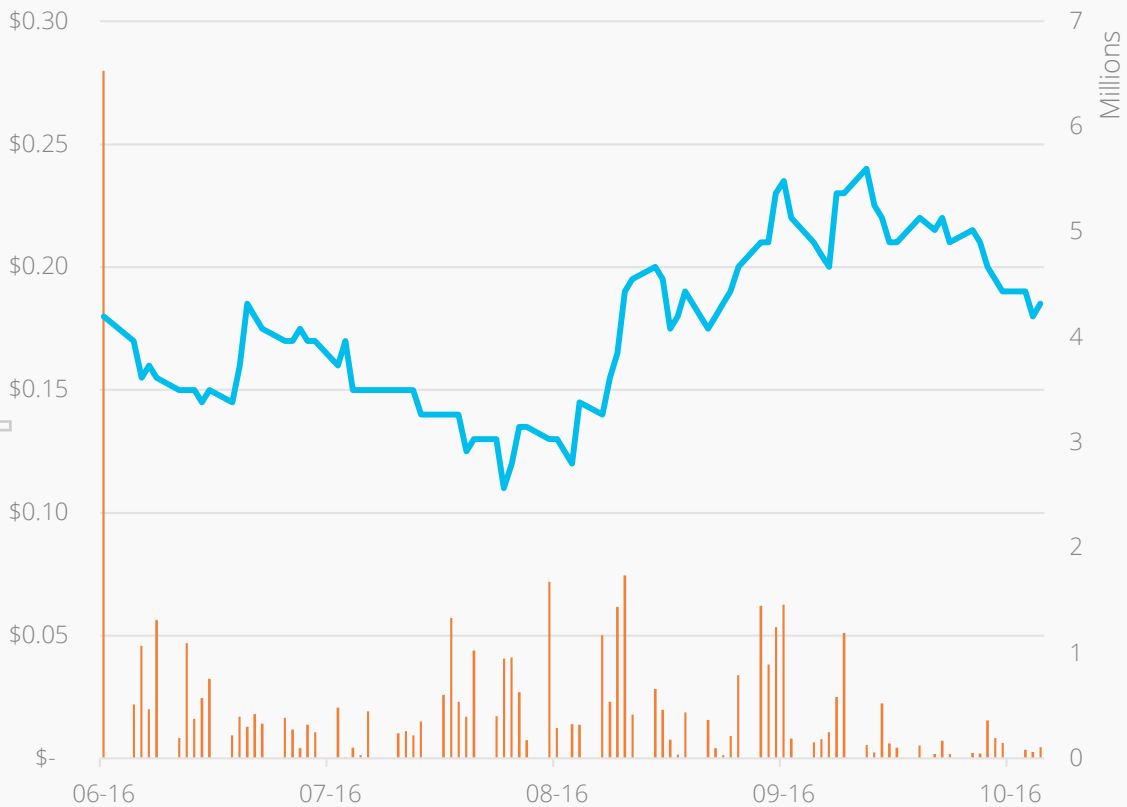
Share price	$0.20
Shares on issue	203m
Cash at bank as at 30 Sept 2016	$8.94m
Market capitalisation	$40.6m
Enterprise value	$31.66m
Options on issue	22.1m

Major Shareholders

Antonluigi Gozzi (Co-Founder)	13.4%
Michael Haywood (Co-Founder)	12.9%
Directors	37%

Customer stories – video case studies

Hear how LiveHire is empowering the flow of talent into these organizations on-demand, creating a world that works.

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LiveHire. A world that works

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